

POLICE AND FIRE
COLLECTIVE BARGAINING AGREEMENT SUMMARY FORM

Section I: Agreement Details

Public Employer:	COUNTY OF MERCER	County:	Mercer
Employee Organization:	PBA LOCAL 167 CORRECTION OFFICERS	Employees in Unit:	230
Base Year Contract Term:	12/31/2008	New Contract Term:	1/1/2009
Type of Settlement:	<input checked="" type="checkbox"/> Arbitrator's Award <input type="checkbox"/> Fact-Finder Recommendation <input type="checkbox"/> Voluntary Settlement		

Section II: Statutory Definition of Base Salary

N.J.S.A. 34:13A-16.7(e): **Base salary** is the salary provided pursuant to a salary guide or table and any amount provided pursuant to a salary increment, including any amount provided for longevity or length of service. It shall also include any other item agreed to by the parties, or any other item that was included in the base salary as understood by the parties in the prior contract. Base salary shall not include non-salary economic issues, pension, end health and medical insurance costs.

	<u>Base Year - Total Costs</u> (Last Year of Previous Agreement)		<u>New Base Year - Total Costs</u> (First Year of Successor Agreement)	
	Column A Economic Inside Base Salary	Column B Non-salary Economic Outside Base Salary	Column C Economic Inside Base Salary	Column D Non-salary Economic Outside Base Salary
Section III: Economic - Costs inside base salary				
Salary	\$13,573,874		\$15,885,085	
Increment	\$557,842	N/A	\$224,788	N/A
Longevity	\$8,900		\$8,900	
Section IV: Additional Costs List economic items: Indicate either inside or outside base salary as agreed to between the parties.				
Item Description				
Item 1	COUNT UP TIME	\$1,627	\$1,627	
Item 2	COUNT UP TIME	\$1,737	\$1,737	
Item 3	COUNT UP TIME	\$2,298	\$2,298	
Item 4				
Item 5				
Item 6				
Item 7				
Item 8				
Item 9				
Any additional items list on separate sheet	Additional Items			
Section V: Totals - Sum of costs in each column				
	\$14,151,778		\$15,909,913	
	(Total Economic) Section III & IV	(Total Non-salary Economic)	(Total Economic) Section III & IV	(Total Non-salary Economic)

Section VI: Analysis of new successor agreement

NEW AGREEMENT ANALYSIS

Total Economic Base Year (previous agreement) \$14,151,778

Effective Date (m/d/yyyy)	1/1/2009	1/1/2010	1/1/2011	1/1/2012	1/1/2013	
Percent Increase	0	2%	2.5%	2.5%	2%	
Actual dollar increase		\$224,788	\$742,698	\$761,265	\$776,480	
Total Economic Costs (successor agreement)	\$15,916,613	\$17,823,668	\$18,286,757	\$18,633,730		

Section VII: Impact of Settlement - average annual increase over term of agreement

Percentage impact (average per year over term of agreement) 2.25%

Dollar impact (average per year over term of agreement) \$17,660,742

Section VIII

Medical Costs	Base Year	Year 1					
Cost of Health Plan	\$35,400	\$71,001					
Employee Contributions	\$27,111	\$65,001					
Prescription	\$9,283	\$10,383					
Dental	\$1,170	\$1,263					
Vision	\$0	\$0					